

Panaji, 15th November, 1990. (Kartika 24, 1912)

SERIES II No. 33

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### GOVERNMENT OF GOA

#### Department of Personnel

Order

No. 6/3/81-PER (Vol. VI)-I

Government is pleased to order that Shri A. T. Kamat, Under Secretary (Home) shall hold the charge of the post of Chief Officer, Panjim Municipal Council in addition to his own duties until further orders vice Shri Ashok Kumar, Chief Officer Panjim Municipal Council on leave.

By order and in the name of the Governor of Goa.

A. V. Pimenta, Under Secretary (Personnel).

Panaji, 3rd September, 1990.

Order

No. 3-40-88-PER

On placement of his services at the disposal of this Government by the Government of India, Ministry of Home Affairs, New Delhi, vide their Order No. 14020/39/90-UTS dated 9-8-1990, the Government is pleased to appoint Shri Satya Gopal, I.A.S. (AGMU-88) as Sub-Divisional Officer, sub-Division Office, Mapusa, with immediate effect, vice Shri A. M. Mascarenhas on leave.

Shri Satya Gopal, I.A.S., reported this Government on 29-8-1990 and was awaiting posting.

By order and in the name of the Governor of Goa.

A. V. Pimenta, Under Secretary (Personnel).

Panaji, 5th September, 1990.

Order

No. 6/1/81-PER (Vol. IV)

Read: Government order No. 6/10/84-PER (Vol. III) Part dated 12-6-1990.

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The term of deputation of Shri V. P. Prabhu, Grade II officer of Goa Civil Service, presently on deputation as Deputy Chief Executive officer, Industrial Development Corporation is hereby extended for a further period of six months from 25-6-1990 to 24-12-1990.

By order and in the name of the Governor of Goa.

Smt. Prabha Chandran, Under Secretary (Personnel).

Panaji, 2nd November, 1990.

### Planning Department

Notification

No. 4/17/88-PLG

In exercise of the powers conferred by sub-section (I) of section 8 of the Census Act, 1948 (Central Act 37 of 1948), the Government of Goa hereby directs that all Census

Officers may, within the limits of the local areas for which they have been respectively appointed, ask all such questions of all persons as may be necessary for collecting information through the Individual Slip and Household Schedule in connection with the 1991 Census, on the items mentioned therein.

#### INDIVIDUAL SLIP

1. Name:
2. Relationship to Head of Family:
3. Male / Female:
4. Age:
5. Marital status:
6. Mother tongue:
7. Two other languages known:
8. Religion:
9. Whether SC or ST:
10. Name of Scheduled Caste / Tribe:
11. Literate / Illiterate:
12. Educational Qualification:
13. Attending School / College:
- 14.A. Did you work any time at all last year?  
(Including unpaid work on farm or in family enterprise).
- 14.B. If 'Yes' in 14-A, did you work for major part of last year?
- 15.A. Main activity last year:  
If HHI/OW in 15A:  
(i) Name of establishment:  
(ii) Nature of Industry, trade or service:  
(iii) Description of work:  
(iv) Class of worker:
- 15.B. If 'Yes' in 14-B, any other work any time last year?  
If 'No' in 14-B, work done any time last year?  
If HHI/OW in 15-B:  
(i) Name of establishment:  
(ii) Nature of industry, trade or service:  
(iii) Description of work:  
(iv) Class of worker:
- 16.A. If 'No' in 14.A, seeking/available for work?
- 16.B. If 'Yes' in 16.A, have you ever worked before?
- 17.A. Whether you are an Ex-serviceman?
- 17.B. If 'Yes' in 17.A, Pensioner/Non-Pensioner:
18. Birth Place:  
(a) Place of birth:  
(b) Rural/Urban:  
(c) District:  
(d) State/Country:
19. Last residence:  
(a) Place of last residence:  
(b) Rural/Urban:  
(c) District:  
(d) State/Country:
20. Reasons for migration from place of last residence:
21. Duration of residence at the village or town of enumeration:
22. For all ever-married women only:  
(a) Age at marriage:  
(b) Number of children surviving at present:  
Male Female Total

- (c) Number of children ever born alive:
- | Male | Female | Total |
|------|--------|-------|
|      |        |       |
23. For currently married women only:  
Any child born alive during last one year:

## HOUSEHOLD SCHEDULE

1. Name:
2. Relationship to Head of Family:
3. Sex: Male/Female
4. Age:
5. Marital Status:

By order and in the name of the Governor of Goa.

K. A. Satardekar, Under Secretary to the Government of Goa (Planning Department).

Panaji, 30th August, 1990.

## Education Department

Order

No. 17/5/90-EDN

Shri Shirish B. Karapurkar is hereby temporarily appointed on ad hoc basis as lecturer in Electrical Engineering in Govt. Polytechnic, Panaji with effect from the date of his joining in the scale of Rs. 2200-4000/- plus the usual allowances admissible from time to time with the initial pay of Rs. 2200/-.

The appointment is subject to the condition specified in the Office Memorandum No. 17/Misc/8575/EDN (Part) dated 14-9-1990 and the Rules and Regulation laid down by the Government from time to time.

The appointment is for a period of six months and purely on ad hoc basis and it will not bestow on the appointee any claim for regular appointment/promotion to the higher post and seniority and will be liable to be terminated by one month's salary in lieu of notice.

The appointment is liable for termination in case the character and antecedents of the appointee are adverse so as to disqualify him from the holding of a post under Government.

By order and in the name of the Governor of Goa.

A. P. Panvelkar, Under Secretary (Education).

Panaji, 5th October, 1990.

Corrigendum

No. 14/17/78-EDN

Read:— Govt. Order No. 14/17/78-EDN dated 13-8-90 regarding transfers.

In the Government Order cited above the name at Sr. No. 1 may be read as Shri F. B. de Vieira Menezes instead of Shri V. B. Menezes.

By order and in the name of the Governor of Goa.

Sd/-, Under Secretary (Education).

Panaji, 30th October, 1990.

## Department of Animal Husbandry and Veterinary Services

Order

No. 2-22-87-AH-A

Government is pleased to transfer Dr. B. A. Chowgule, Deputy Director, Vety. Dispensary, Quepem as Subject Matter Specialist at S.T.C., Curti, Ponda, vice Dr. T. T. Naik transferred.

Consequently Government is pleased to transfer the post of Dy. Director held by Dr. B. R. Chowgule at Quepem to the Head Quarters, Panaji with immediate effect.

Dr. T. T. Naik, S. M. S., Ponda is transferred and posted against the transferred post of Dy. Director at Head Quarters. Dr. Naik will draw salaries under Budget Head 2403 — Animal Husbandry, 001 — Direction and Administration, 101 — Establishment (Non-Plan) 01 — Salaries.

By order and in the name of the Governor of Goa.

D. N. Accawade, Under Secretary (AH).

Panaji, 6th September, 1990.

## Irrigation Department

Order

No. 3/25-5/87/IRRG.

On the recommendation of the Goa Public Service Commission as conveyed vide letter No. COM/II/27(1)/90 dated 8-10-1990 Shri C. S. Jain, presently holding the post of Superintending Engineer, Circle I in the Irrigation Department on adhoc basis, is hereby promoted as Superintending Engineer in Irrigation Department on regular basis in the pay scale of Rs. 3700-125-4700-150-5000 against the 1988 vacancy with effect from 8-10-1990.

Shri Jain shall continue to hold the post in his present posting.

By order and in the name of the Governor of Goa.

D. V. Sathe, Under Secretary to the Government of Goa (Irrigation).

Panaji, 26th October, 1990.

## Department of Cooperation

Notification

No. 10-104-83-Coop-F&A

Read: Government Notification No. 10-104-83/Coop-F&A dated 27/5/1988.

In supersession of Govt. Notification No. 10-104-83-Coop-F&A dated 27-5-1988 referred to above, the Govt. is pleased to further reconstitute the State Advisory Cooperative Council for the State of Goa as under:—

1. Hon. Dy. Chief Minister and Minister for Cooperation — Chairman.
2. Shri Vinayak Naik, M.L.A., Tivim — Vice-Chairman.
3. Shri Ranu Anant Prabhu Dessai, M.L.A., Rivona — Member.
4. Secretary Cooperation, Govt. of Goa, Panaji — Member.
5. Secretary, Finance, Govt. of Goa, Panaji — Member.
6. Director of Agriculture, Panaji — Member.
7. Director of Industries & Mines, Panaji — Member.
8. Director of Fisheries, Panaji — Member.
9. Director of Civil Supplies & Price Control, Panaji — Member.
10. Director of Animal Husbandry & Veterinary Services, Panaji — Member.
11. Project Director, the Rural Development Agency, Panaji — Member.
12. Representative of Goa State Cooperative Bank Ltd., Panaji — Member.
13. Representative of Goa Urban Cooperative Bank Ltd., Panaji — Member.

14. Representative of Mapusa Urban Cooperative Bank Ltd., Mapusa—Member.
15. Representative of Madgaum Urban Coop. Bank Ltd., Margao—Member.
16. Representative of Women's Coop. Bank Ltd., Panaji—Member.
17. Representative of Citizens Coop. Bank Ltd., Vasco-da-Gama—Member.
18. Representative of Bicholim Urban Coop. Bank Ltd., Bicholim—Member.
19. Representative of Goa Coop. Marketing & Supply Federation Ltd., Panaji—Member.
20. Representative of Goa State Coop. Housing Finance & Federation Ltd., Panaji—Member.
21. Representative of Goa Rajya Sahakari Sangh Maryadit, Panaji—Member.
22. Representative of Goa State Coop. Milk Producers Union Ltd., Ponda—Member.
23. Representative of Sanjivani Sahakari Sakhar Karhana Ltd., Dayanand Nagar-Usgao-Tisk-Goa—Member.
24. Representative of Goa Bagayatdar Sahakari Kharedi and Vikri Society Ltd., Ponda—Member.
25. Representative of Pernem Taluka Farmers Service Coop. Society Ltd., Pernem—Member.
26. Representative of Sattari Taluka Farmers Service Coop. Society Ltd., Valpoi-Sattari.
27. Representative of Canacona Taluka Farmers Service Coop. Society Ltd., Canacona—Member.
28. Representative of Maharashtra V.K.S.S. Society Ltd., Sanquelim—Member.
29. Representative of Navodit Veling Priol V.K.S.S. Society Ltd., Mardol-Ponda—Member.
30. Representative of Adarsh Consumers Coop. Society Ltd., Margao—Member.
31. Representative of Agricultural Produce Market Committee, Margao—Member.
32. The Registrar of Coop. Societies, Panaji—Member Secretary.

The functions of the above Council will be as under:—

- i) To advise the Govt. on all questions relating to the Cooperative Movement in this State.
- ii) To review the Cooperative Movement and to suggest ways and means of coordinating the activities of the Cooperative Societies.
- iii) To suggest ways & means to remove the difficulties faced by the Cooperative Societies in their functioning.
- iv) To report to the Govt. on such matter as may be referred to it by the Govt. from time to time, for its opinion.

The Advisory Council shall ordinarily meet twice a year. However, it may held extraordinary meetings when special and important matters are required to be discussed when such occasion demand.

Any person nominated as member of the Advisory Council in his non-official capacity or with his present status, shall automatically cease to be a member of the Council if he ceases to hold such position.

The Advisory Council may associate in its deliberations on subjects of any special or technical nature, persons of recognised expertise, as special invitees.

D. N. Accavade, Under Secretary (Cooperation).

Panaji, 7th September, 1990.

### Department of Power

Order

No. 2/13/83-Power

Consequent upon the promotion of Executive Engineers (Elect.) vide order No. 2/13/83-Power dated 5-11-90 the

following transfers/posting orders of Executive Engineers are hereby issued:

1. Shri A. N. Kulkarni, Asstt Engineer, Div. VII (O&M), Curchorem on promotion is posted at Div. V, Bicholim.
2. Shri Ashok M. Sonad, Asstt. Engineer on deputation to Daman and Diu Administration on promotion is posted at Div. XI, Vasco.
3. Shri R. A. Ghali, Executive Engineer (ad-hoc) working at Div. XI, Vasco and who is under orders of transfer as Executive Engineer, Chief Electrical Engineer's Office, Panaji vide order No. 2/31/86-Power dated 28-6-90 is posted as Executive Engineer (Elect. Div. I), Panaji in place of Shri S. K. Dutta who is transferred and posted as Executive Engineer (Planning), Chief Electrical Engineer's Office, Panaji.
4. The other Asstt. Engineers who are appointed as Executive Engineers are continued on their present place of posting.

By order and in the name of the Governor of Goa,

Subhash V. Elekar, Under Secretary (Power).

Panaji, 5th November, 1990.

Order

No. 2/13/83-Power

On the recommendation of the Goa Public Service Commission vide their letter No. COM/II/11/16(1)/89 dated 11-10-1990, the following Asstt. Engineers (Elect.) are promoted to the post of Executive Engineers (Elect.) on regular basis, against yearwise vacancies shown against their names:—

Name	Year
1. T. Nagarajan	1976
2. T. R. Raman	1978
3. R. A. Ghali	1978
4. T. H. Rao	1979
5. S. N. Jain	1979
6. M. Durairaj	1979 (Ret. w. e. f. 21-11-90)
7. J. Albert D'Souza	1979
8. P. N. Lotlikar	1980 (Ret. w. e. f. 13-12-88)
9. A. V. Fol Dessai	1980
10. S. K. Dutta	1982
11. Arun Braganza	1982
12. J. R. Lotlikar	1982
13. A. N. Kulkarni	1988
14. Nirmal Henry Braganza	1988
15. Ashok M. Sonad	1988
16. Ramesh B. Talegaon	1988

On promotion their pay will be fixed as per rules.

Those of the above mentioned officers who are in service shall be on probation for a period of two years.

By order and in the name of the Governor of Goa,

Subhash V. Elekar, Under Secretary (Power).

Panaji, 5th November, 1990.

### Social Welfare Department

Corrigendum

No. 4-26-88-SWD

Read: (1) Order No. 4-26-88-SWD dated 10-10-1990.

(2) Order No. 12-72-80-ADMN/1431 dated 7-3-1985 of Director of Social Welfare, regarding change of name.

The name of Smt. Sucheta Sirsat, Child Development Project Officer appearing at Sr. No. 2 of the Order cited

at Sl. No. 1 above shall be read as "Smt. Vinaya Vinod Govenkar".

By order and in the name of the Governor of Goa.

K. A. Satardekar, Under Secretary to the Government of Goa (Social Welfare).

Panaji, 2nd November, 1990.

### Revenue Department

#### Notification

No. 22/34/90-RD

Whereas it appears to the Government of Goa, (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as 'the said land') is likely to be needed for public purpose viz. Land Acquisition for construction of Sub-Health Centre at Ambelim in Salcete Taluka.

Now, therefore, the Government hereby notifies under sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints under clause (c) of section 3 of the said Act, the Special Land Acquisition Officer (S.I.P.) Gogal, Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorises, under sub-section (2) of section 4 of the said Act, the following officers to do the acts specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Special Land Acquisition Officer (S.I.P.), Gogal, Margao.
3. The Director of Health Services, Panaji.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Special Land Acquisition Officer (S.I.P.), Gogal, Margao for a period of 30 days from the date of publication of this Notification in Official Gazette.

#### SCHEDULE

(Description of the said land)

Taluka: Salcete

Village: Ambelim

Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
62/1	1. Irene Almeida. 2. Flory Fernandes.	1150.00
63/8 part	Comunidade. Lease to Kerobin, Bostiao Fernandes.	75.00

1	2	3
63/18	Comunidade. T: Flory Fernandes.	150.00
63/19	Comunidade. T: Nevidade Almeida.	200.00
63/20	Comunidade. T: Flory Fernandes.	50.00
63/21	Comunidade. T: August Silva.	35.00
Boundaries:		
North: Road.		
South: S. No. 62/5 and S. No. 63/47, 48.		
East: S. No. 62/2.		
West: S. N. 63/17, 32, 42, 47 & 48.		
Total .....		1660.00

By order and in the name of the Governor of Goa.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 3rd July, 1990.

#### Notification

No. 22/133/89-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for construction of Passagem road in V. P. Assolna.

Now, Therefore, the Government hereby notifies, under sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints under clause (c) of section 3 of the said Act, the Special Land Acquisition Officer (S.I.P.), I.D. Complex, Gogal, Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorise, under sub-section (2) of section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Special Land Acquisition Officer (S.I.P.), I.D. Complex, Gogal, Margao.
3. The Executive Engineer, W.D. VI (R&B) PWD, Fatorda, Margao.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Special Land Acquisition Officer (S.I.P.), I.D. Complex, Gogal, Margao for a period of 30 days from the date of publication of this Notification in Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Salcete		Village: Assolna
Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
201/11 part	1. Alcantra Noronha. 2. Remy Noronha. 3. Leslie Noronha.	250.00
"/9 part	1. Joao Filipe Crast. 2. Antonio Rosario Crast.	180.00
"/7 part	1. Enacio Crasto. 2. Francisco Silva. 3. Egidio Mario E. D'Silva. 4. Angela Jose I. D'Silva. 5. Concecao Floriano V. D'Silva.	220.00
"/6 part	Agusto Inacio P. D'Silva.	100.00
"/10 part	Anjela Pinto Mirandia.	195.00
"/8 part	Ciril Cardoz.	55.00
"/13 part	1. Emarkulado Pinto. 2. Almeida Alvares.	50.00
"/2 part	1. Avelino Joffri Fernandes. 2. Ditosa Diniz Fernandes.	300.00
205/9 part	1. Augusto Cardoz. 2. Francisco Cardoz.	1575.00
Boundaries:		
North: S. No. 108/5, 6, 7, 8, 201/11, 9, 7, 6, 10, 8, 2, 205/9.		
South: S. No. 189/1, 200/2, 201/11, 9, 7, 10, 13, 2, 205/9.		
East: Road, S. No. 201/11, 9, 200/2.		
West: S. No. 200/1, 201/11.		
Total .....		2925.00

By order and in the name of the Governor of Goa.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 19th July, 1990.

## Notification

No. 22/186/89-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for Panchayat Office building at Mazilvaddo, Benaulim, Salcete Taluka.

Now, Therefore, the Government hereby notifies, under sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints, under clause (c) of section 3 of the said Act, the Dy. Collector (Rev) Collector of South Goa, Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorise, under sub-section (2) of section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Dy. Collector (Rev) Collectorate of South Goa, Margao.
3. The Block Development Officer, Salcete.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Dy. Collector (Rev) Collectorate of South Goa, Margao for a period of 30 days from the date of publication of this Notification in Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Salcete		Village: Benaulim
Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
412/1 part	Eussi Pereira.	2100.00
Boundaries:		
North: S. No. 412.		
South: S. No. 412/1.		
East: Road.		
West: S. No. 412/1.		
Total .....		2100.00

By order and in the name of the Governor of Goa.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 25th October, 1990.

## Notification

No. 22/88/90-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for const. of G. L. Reservoir 150 cum Capacity and laying part of distribution pipeline for water supply scheme to Sancoale village in Mormugao Taluka.

Now, Therefore, the Government hereby notifies, under sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints, under clause (c) of section 3 of the said Act, the Deputy Collector/S. D. O. Mormugao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorise, under sub-section (2) of section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Deputy Collector/S.D. O. Mormugao.
3. The Executive Engineer, W.D. IX (PHE) PWD, Fatorda, Margao.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Deputy Collector S.D. O. Mormugao for a period of 30 days from the date of publication of this Notification in Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Mormugao

Village: Sancoale

Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
33 part	Euclides Rogaciano Dias.	1100.00
<i>Boundaries:</i>		
North: S. No. 31/4.		
South: S. No. 33.		
East: S. No. 33.		
West: S. No. 33 & Road.		
Total .....		1100.00

By order and in the name of the Governor of Goa.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 18th October, 1990.

## Notification

No. 22/110/90-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose, viz. Land Acquisition for construction of Ground level Reservoir under 160 MLD, SWSP at Guirdolim village of Salcete Taluka.

And Whereas in the opinion of the Government the provisions of sub-section (1) of section 17 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as "the said Act") are applicable.

Now, therefore, the Government hereby notifies, under sub-section (1) of section 4 of the said Act, that the said land is likely to be needed for the purpose specified above.

The Government further directs under sub-section (4) of section 17 of the said Act that the provisions of section 5A of the said Act shall not apply in respect of the said land.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints under clause (c) of section 3 of the said Act The Special Land Acquisition Officer (S. I. P.) I. D. Gogal, Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorises, under sub-section (2) of section 4 of the said Act, the following-officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Special Land Acquisition Officer (S. I. P.) I. D. Gogal, Margao.
3. The Executive Engineer, P. H. E. Division XII, PWD, Sanguem.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the office of the Special Land Acquisition Officer (S. I. P.) I. D. Gogal, Margao for a period of 30 days from the date of publication of this Notification in the Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Salcete:

Village: Guirdolim

Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
54 part	Comunidade of Guirdolim.	9200.00
<i>Boundaries:</i>		
North: S. No. 54.		
South: — do —		
East: — do —		
West: — do —		
Total .....		9200.00

By order and in the name of the Governor of Goa.

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 9th October, 1990.

## Notification

No. 22/108/90-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for construction of road from Verna to Consua, Voll, via Maina-Consua and Churchwada in Nagoa and Cortalim of Salcete and Mormugao Taluka.

Now, therefore, the Government hereby notifies, under sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints, under clause (c) of section 3 of the said Act, the Deputy Collector (Dev) Collectorate of South Goa, Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorise, under sub-section (2) of section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Deputy Collector (Dev) Collectorate of South Goa, Margao.
3. The Executive Engineer, W.D. VI (R&B) PWD, Fatorda, Margao.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Deputy Collector (Dev) Collectorate of South Goa, Margao for a period of 30 days from the date of publication of this Notification in Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Salcete

Village: Nagoa

Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
12/1	O: Maria Alice Ana Conceisao Silveira D'Souza.	115.00
12/2	O: Antonio Jose Vaz.	260.00
12/3	O: Bovida Rodrigues.	175.00
12/4	O: Antonio Jose Vaz.	30.00
12/5	O: 1. Diogo Joao Fernandes. 2. Joaquim Joao Fernandes.	150.00
12/6	O: Maria Alice Ana Conceisao Silveira D'Souza.	425.00
12/7	O: 1. Bhagirathi Satu Naik. 2. Laxmi Guna Naik.	225.00
12/8	O: Windson Manimandra.	350.00
12/10	O: Mrs. Filomena D'Silva.	650.00
11/1	O: Mrs. Filomena D'Silva.	60.00

Taluka: Mormugao

Village: Cortalim

170/1	O: Sebastiana Fernandes.	500.00
170/2	O: Comunidade of Cortalim.	30.00
169	O: Mario Jose Misquita.	1630.00
168/1	O: Confraria de Igreja de Cortalim.	225.00
168/2	O: Fabrica de Igreja de Consua.	310.00
153/2	O: Caetano Pereira.	320.00
153/3	O: Ralph D'Sa.	500.00
153/4	O: Shripad Sinai Souzguiri.	450.00
153/5	O: Comunidade of Cortalim.	30.00
153/6	O: Confre de Igreja de Nagoa.	535.00
204/1	O: Acacio C. Masquita.	640.00
204/2	O: Rosario D'Sa.	810.00
191/1	O: Peter Braganza.	580.00
191/2	O: Rosario D'Sa.	465.00
191/3	O: Acacio Masquita.	1060.00
191/5	O: Mario Jose Misquita.	90.00
148/6	O: Comunidade of Cortalim.	20.00
148/5	O: Holy Church of Consua.	25.00
186/4	O: Floriana Barreto.	20.00
186/5	O: Comunidade of Cortalim.	20.00
186/6	O: Confraria de Igreja de Consua.	40.00
149/1	O: — do —	450.00
149/2	O: Aniceto Salvador Rodrigues.	510.00
149/4	O: 1. Inez Cota Carvalho. 2. Ranjit Cota Carvalho.	100.00
155/1	O: Disputed Area.	1775.00

## Boundaries:

North: S. No. 12/10 of Nagoa, S. No. 170/1, 2, 169/0, 168/1, 2, 153/2 to 6, 204/1, 2, 191/1, 2, 3, 5, 148/4, 5, 6, 8, 149/1, 2 and 155/1, 3 of Cortalim.

South: S. No. 11/1 of Nagoa, S. No. 170/1, 2, 169/0, 168/1, 2, 153/2 to 6, 204/1, 2, 191/1, 2, road, 149/1, 2, and 150/1 to 4 of Cortalim.

1	2	3
	East: Road, S. No. 12/1 to 8, 10, 153/6, 191/3, 204/1, 155/1 of Cortalim.	
	West: Road & S. No. 12/1 to 8, 10, 153/6, 191/2, 149/2, 186/4, 5, 6 of Cortalim.	
	Total .....	13175.00

By order and in the name of the Governor of Goa:

P. S. Nadkarni, Under Secretary (Revenue).

Panaji, 17th September, 1990.

Notification

No. 22/125/90-RD

Whereas it appears to the Government of Goa (hereinafter referred to as "the Government") that the land specified in the Schedule hereto (hereinafter referred to as the "said land") is likely to be needed for public purpose viz. Land Acquisition for construction of Quinvellem, Miranda, Zopibath, Dheylibhat, Narayanpoi, Modiwaddo road in village Sarzora of Salcete Taluka (Part-II).

Now, therefore, the Government hereby notifies under Sub-section (1) of section 4 of the Land Acquisition Act, 1894 (Central Act 1 of 1894) (hereinafter referred to as the "said Act") that the said land is likely to be needed for the purpose specified above.

2. All persons interested in the said land are hereby warned not to obstruct or interfere with any surveyor or other persons employed upon the said land for the purpose of the said acquisition. Any contract for the disposal of the said land by sale, lease, mortgage, assignment, exchange or otherwise, or any outlay commenced or improvements made thereon without the sanction of the Collector appointed under paragraph 4 below, after the date of the publication of this Notification, will, under clause (seventh) of section 24 of the said Act, be disregarded by him while assessing compensation for such parts of the said land as may be finally acquired.

3. If the Government is satisfied that the said land is needed for the aforesaid purpose, a declaration to that effect under section 6 of the said Act will be published in the Official Gazette and in two daily newspapers and public notice thereof shall be given in due course. If the acquisition is abandoned wholly or in part, the fact will also be notified in the same manner.

4. The Government further appoints, under clause (c) of section 3 of the said Act, the Deputy Collector/S. D. O. Margao to perform the functions of a Collector under the said Act in respect of the said land.

5. The Government also authorises, under sub-section (2) of section 4 of the said Act, the following officers to do the acts, specified therein in respect of the said land.

1. The Collector, South Goa District, Margao.
2. The Deputy Collector/S. D. O. Margao.
3. The Executive Engineer, W.D. VI (R&B), P. W. D. Fatorda Margao.
4. The Director of Land Survey, Panaji.

6. A rough plan of the said land is available for inspection in the Office of the Dy. Collector/S. D. O. Margao for a period of 30 days from the date of publication of this Notification in Official Gazette.

## SCHEDULE

(Description of the said land)

Taluka: Salcete

Village: Sarzora

Survey No. Sub. Div. No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3
38/1	O: Maria Angela F. de Jesus Mascarenhas.	25.00



1	2	3	1	2	3
38/2	O: Comunidade of Sarzora. T: Lepociano Gomes.	25.00	79/3	O: Maria Conceicao Fernandes.	275.00
38/3	O: Comunidade of Sarzora.	100.00	76/5	O: Court Receiver.	575.00
40/1	O: Maria Angela F. de J. Mascarenhas.	25.00	<i>Boundaries:</i>		
40/9	O: Comunidade of Sarzora. T: Piedade Rodrigues.	175.00	North: Road, S. No. 82/1, 13, 12, 8, 9, 14, S. No. 83/6, 7, 4, S. No. 84/19, 20, 9, 18.		
39/1	O: Manuel Dias.	225.00	South: S. No. 81/2, 1, 3, 4, S. No. 80/1, S. No. 79/1, 2, 3, S. No. 76/5.		
39/2	O: — do —	275.00	East: S. No. 82/3, 1, S. No. 76/3, 5.		
37/1	O: Pascolina Menezes.	175.00	West: S. No. 82/1, 11, S. No. 81/1.		
37/2	O: Auto Mascarenhas Colaco.	1500.00	<i>Taluka: Salcete</i>		
37/6	O: Jose Inacio Mascarenhas.	150.00	<i>Village: Sarzora</i>		
37/3	O: Mathias Filipe Mascarenhas.	350.00	139/12	O: Joaozinho Dias.	225.00
37/11	O: 1. Elerinha Mascarenhas. 2. Primosa Mascarenhas. 3. Verissima Vaz. 4. Wiroh Vaz. 5. Levra Vaz.	175.00	147/1	O: 1. Alfraito Costa. 2. Sela Mascarenhas.	325.00
37/14	O: 1. Vicente B. Mascarenhas. 2. Visinho S. Mascarenhas. 3. Auquequo Mascarenhas.	50.00	147/2	O: Roberto M. Menezes.	1500.00
36/1	O: Comunidade of Sarzora. T: Vicente Fernando Mascarenhas.	100.00	152/1	O: Roberto M. Menezes.	450.00
38/32	O: Comunidade of Sarzora. T: Claudina Pinto.	25.00	150/3	O: 1. Esabela R. Vaz e Dias. 2. Maria Monica S. Dias.	225.00
<i>Boundaries:</i>			150/4	O: Teodolina Z. Dias.	275.00
North: Road.			150/8	O: Antonio Sebastiao Fernandes.	125.00
South: Road.			150/13	O: 1. Carmina Dias. 2. Eliza Dias. 3. Francisco Dias.	525.00
East: S. No. 40/1, 9, S. No. 39/1, 2, S. No. 37/2, 6, 11, 14, S. No. 36/1.			150/15	O: Leonardina Vaz. Jasmina Dias & Others.	50.00
West: S. No. 38/1, 2, 4, 6, S. No. 39/1, 2, S. No. 37/2, 3, S. No. 38/32.			<i>Boundaries:</i>		
<i>Taluka: Salcete</i>			North: S. No. 139/8 & 9.		
<i>Village: Cuncolim</i>			South: Road.		
82/1	O: Inacio Antonio Dias.	500.00	East: S. No. 139/12, S. No. 147/1, 152/1, S. No. 150/3, 4, 13 and Nala.		
82/2	O: Fr. Filinto Dias.	25.00	West: S. No. 139/8, S. No. 147/1 & 2, 150/3 & 13 and Nala.		
82/3	O: 1. Joao dos Neves de Rosario. 2. Francisco de Almeida. 3. Francisco do Rosario Neves de Almeida.	125.00	Total .....		
82/11	O: Robert William Dias.	325.00	11325.00		
82/13	O: 1. Joao dos Neves do Rosario. 2. Francisco de Almeida. 3. Francisco do Rosario Neves Almeida.	125.00	By order and in the name of the Governor of Goa.		
82/12	O: Maria Villela Dias.	175.00	P. S. Nadkarni, Under Secretary (Revenue).		
82/8	O: Court Receiver.	50.00	Panaji, 9th November, 1990.		
82/9	T: Joaquim Fernandes.		<i>Corrigendum</i>		
82/14	O: Court Receiver.	25.00	No. 22/122/89-RD		
83/6	O: Sebastiao Fernandes.	200.00	Read: Notification No. 22/122/89-RD dated 12-3-1990, published in the Official Gazette Series II, No. 50 dated 16-3-1990, at page 660 and in two local newspapers viz. (1) Gomantak dated 12-3-1990 and (2) Gomantak Times dated 17-3-1990.		
83/7	O: Vidiciano Fernandes. Silvano Fernandes. Angelo Coelho Fernandes.	175.00	In the Schedule appended to the notification cited above, the Survey Nos./Sub. Div. Nos. 11/2 part, 11/8 part and 11/14 part, may be substituted by 170/2 part, 170/8 part and 170/14 part respectively.		
83/4	O: 1. Servulo Fernandes Furtado. 2. Ligorio De Maria Furtado. 3. Olinda B. D'Souza.	75.00	P. S. Nadkarni, Under Secretary (Revenue).		
84/9	O: Ligorio de Maria Furtado.	125.00	Panaji, 24th October, 1990.		
84/19	O: Lusitano Furtado.	75.00	<i>Corrigendum</i>		
84/18	O: Gaspar Fernandes.	100.00	No. 22/27/90-RD		
84/20	O: Piedade Menezes.	100.00	Read: Notification No. 22/27/90-RD dated 1-6-1990 pub- lished in the Official Gazette Series II, No. 30 dated 25-10-1990 and in two Newspapers (1) Nabhind Times dated 9-6-1990 and (2) Gomantak dated 7-6-1990.		
81/1	O: Francisco Rosario Neves de Almeida alias Joao dos Neves de Rosario Francisco Almeida.	550.00	For the word "Porvorim" wherever occurring in the notifi- cation cited above, the word "Socorro" may be substituted.		
81/2	O: Aspadqueta Martin Dias.	25.00	P. S. Nadkarni, Under Secretary (Revenue).		
81/3	O: Inacio Antonio Dias Domingo Rebello.	150.00	Panaji, 30th October, 1990.		
81/4	O: Rodolfo Fernandes.	75.00			
80/1	O: Martinho Salvador Dias.	275.00			
79/1	O: Court Receiver.	25.00			
79/2	O: Court Receiver.	75.00			



## Public Health Department

Order

No. 5/41/80-PHD (dupl)

On the recommendation of the Goa Public Service Commission Government is pleased to promote Dr. V. L. Rege, Assistant Professor of Skin & V.D. Goa Medical College, Panaji to the post of Professor of Skin & V. D. in Goa Medical College, Panaji in the pay scale of Rs. 4500-150-5700 with immediate effect.

Dr. V. L. Rege will be on probation for a period of two years from the date he takes over the charge of the post.

By order and in the name of the Governor of Goa.

L. J. Menezes Pais, Under Secretary (Health).

Panaji, 1st November, 1990.

## Department of Labour

Order

No. 28/41/87-ILD

The following Award given by the Industrial Tribunal, Goa, Daman and Diu is hereby published as required under the provisions of Section 17 of the Industrial Dispute Act, 1947 (Central Act XIV of 1947).

By order and in the name of the Governor of Goa.

Subhash V. Elekar, Under Secretary (Labour).

Panaji, 28th April, 1989.

IN THE INDUSTRIAL TRIBUNAL  
GOVERNMENT OF GOA  
AT PANAJI

(Before Shri S. V. Nevagi, Hon'ble Presiding Officer)

Ref. No. IT/9/88

Workmen

V/s

M/s Goa Resistors Pvt. Limited.

— Party I

— Party II

Workmen represented by Shri Raju Mangueshkar, Jr. Secretary of the Goa Trade & Commercial Workers' Union.

Employer represented by Adv. M. S. Bandodkar.

Panaji. Dated. 14-3-1989

## CONSENT AWARD

This is a reference made by the Govt. of Goa, by its order No. 28/41/87-ILD dated February 19, 1988 with an annexure scheduled thereto which reads as follows:

"What should be the revision of pay scales/wages in respect of workmen employed in Goa Resistors Private Limited, Collem, and from what date such revision should come into effect?"

The above Government reference came to be made as the management of the company namely M/s Goa Resistors Pvt. Ltd. was unable to meet the demands of the workmen for revision of pay scales and wages. According to the management the Industry was started in a backward area of Collem where unskilled workmen were available but the management had to train such workmen to achieve optimum production. There was also the question of transport facilities and as such the management claimed that it incurred heavy losses and the Company was declared as a sick unit by the Economic Development Council and the production had gone down. Considering the financial position of the company and the low production the Economic Development Council as well as the Bankers of the company suggested that they would support the Company's Nursing Programme which the company should produce alongwith a viability Report to be formed by competent consultants in accordance with the Reserve Bank of India's Regulations and applicable laws.

While the company was in the process of obtaining such viability report and to finalise the Nursing Programme, which was hopefully to be ready by the end of May, 1989, the management and the office bearers of Goa Trade & Commercial Workers' Union (hereinafter referred to as the 'Union') had a dialogue about the position and the repeated meeting ended in a settlement and the settlement was actually arrived at between the parties on 11th March, 1989.

As per the preamble of the settlement which is recorded before this Tribunal on the 11th of this month, the union recognised the rights and responsibilities of the company and appreciated the position that it must sustain and improve its competitive status and earning capacity through concerted efforts aimed at improving efficiency and productivity. The Union agreed that the workers would render complete, whole hearted and unstinted co-operation in improving labour productivity. The Union also appreciated the fact that the company had conceded the demands as specified in the settlement and that the company was not in a position to bear any additional financial burden during the operative period of this settlement. Consequently, the Union and workers committed themselves to make improvement in productivity, efficiency and quality in every possible manner. Similarly the workers agreed to undertake to achieve and to maintain substantial improvement over the existing productivity levels in all areas of operations. The workmen accepted the position that it shall be their duty and responsibility jointly and severally, to ensure and sustain the increased productivity.

So also steps were to be taken to analyse and correct the situation by taking considerable action when difficulties are noticed in operating systems & procedures, resulting in reduced production levels. In this respect the union and workers accepted as an individuals unwillingness/inability to attain the required performance levels retards the improvement in overall performance and to co-operate with the management in counselling/training such individuals whereby they can attain their required performance. The management and the union also agreed to make concerted efforts to identify and eliminate wasteful practices so as to improve efficiency.

The Union and the workers agreed to support wholeheartedly the efforts of the management to undertake establishment of work standards, improvement of methods, mechanisation of operations, after mutual consultations, to achieve improved productivity.

The Union and the workers also agreed that strict discipline shall be maintained everywhere in the office, work premises and in the field. They also agreed to co-operate with the company in improving and maintaining discipline. They also agreed to co-operate in making effective use of the working hours for improving production/productivity by observing mobility in work place as required within the department of "Capping", "Sorting", "Welding" "Paint-line" and "Packing".

As per the preamble stated in the settlement, the settlement was arrived at between the parties and the terms of settlement were recorded before me on the 11th of this month. As agreed between the parties the Memo of the settlement was to be submitted before this Tribunal for the purpose of passing a consent award. In the result, I pass the consent award:

## CONSENT AWARD

## 1.1 Grades, Designation &amp; Basic Pay Scales:

The following shall be the grades, designations and pay-scales of the workmen w.e.f. 1st January, 1989:

Grade	Designation	Pay Scales
I	Sweeper, Watchmen, Trainee-Operators, Packers, Helpers.	270-15-420-20-620 10 10
II	Operators, Quality-Control Op., Cook, Accounts Clerk.	325-20-525-25-775 10 10
III	Maintenance - Mechanic, Sr. Operator, Typist, Supervisor, Store-Keeper, Planning-Asst.	425-25-675-30-975 10 10
IV	Driver, Steno, Selection-Grade.	525-30-825-35-1175 10 10

In this regard there will be inter-changeability of jobs wherever operations require similar or inferior skills.

Thus the employees appointed for operation of machines in the Department of Capping, Sorting, Packing, Welding and Paint-line, will also be required to work for any of the machines when assigned to do so and the workmen whenever they are idle shall help in the job. As and when necessary the management has to arrange to give necessary training to the workers.

#### 1.2 Eligibility for annual increments:

Increment/s will be granted to a confirmed employee of the Company, each year on the 1st January, subject to the provisions of the certified Standing Orders.

#### 1.3 Flat-Rise:

Each workperson shall be paid a Flat-rise of Rs. 25/- per month over and above the consolidated salary as on 31-12-1988; and the total of Rs. 25/- Plus the Consolidated salary as on 31-12-1988, shall be fitted in the pay-scales as given in Clause (1.1): as per the Grade and Designation of each workperson which shall be the "Basic Salary of each workman" w.e.f. 1-1-1989, as per Annexure-I to this consent award.

#### 1.4 Fixed Dearness Allowance — (F.D.A.):

Each workperson shall be paid a Fixed Dearness Allowance of Rs. 120/- per month w.e.f. 1st January, 1989. The FDA shall be further enhanced to Rs. 140/- per month w.e.f. 1st January, 1990; and thereafter, the FDA shall be further enhanced to Rs. 160/- per month, per workman, w.e.f. 1st January, 1991.

#### 2. OTHER ALLOWANCES:

##### 2.1 House Rent Allowance — (HRA):

Each workperson shall be paid a House Rent Allowance (HRA) of Rs. 25/- per month, w.e.f. 1st January, 1989.

##### 2.2 Conveyance Allowance — (CA):

Each workperson shall be paid a Conveyance Allowance of Rs. 15/- per month, w.e.f. 1st January, 1989.

##### 2.3 Medical Allowance — (M.A.):

Each workperson shall be paid a Medical Allowance of Rs. 20/- per month, w.e.f. 1st January, 1989.

##### 2.4 Free Teas:

Each workperson shall be given 2 cups of tea per shift free of charge.

#### ARREARS:

The Arrears payable to the workmen for the months of January and February, 1989, shall be paid on or before 25th April, 1989.

#### 3. PRODUCTION - BONUS:

The workpersons are expected to produce a minimum of 36.0 lakhs pieces per month of saleable Resistors with a rejection of not more than 10% (ten percent) approximately spread-over as follows:

	Quantity
¼ W	24.0 lakhs
½ W	6.5 lakhs
1 W	3.5 lakhs
2 W	2.0 lakhs
<b>Total:</b>	<b>36.0 lakhs</b>

The management and workers will strive hard to maximise production above this minimum level in order that the Company can be brought back to a healthy state. When the production per month exceeds the minimum level of 36 lakhs, each worker will be entitled to receive the following Production-Bonus, when working with a total complement of 59 workers which includes clerical staff.

Slabs over 36 lakhs Pcs. (in lakhs)	Production-Bonus, P.W. (Rs. per slab, per Wmn.)
i. 2	25/-
ii. 2	30/-
iii. 2	30/-
iv. 2	35/-
v. 2	40/-
vi. 2	45/-
<b>Total 48 Lakhs pieces</b>	<b>= 205/-</b>

Production Bonus shall be paid proportionately for a fraction of the respective slab. For production above 48 lakhs pieces per month, Production-Bonus at Rs. 45/- per each slab of 2 lakhs shall be paid over and above the above rate per each workman, per month.

#### 4. LUMP-SUM PAYMENT:

Each workperson who is in the roll of the Company as on 1st January, 1989 and continues to be in the roll of the Company on 11th March, 1989, shall be eligible to a "Lump-sum Payment" of Rs. 2,088/- (Rupees two thousand eighty eight only) for the past period. This "Lump-sum Payment" shall be paid in 6 instalments as stipulated below:

Date of Payment	Amount in Rupees
15th March, 1989	1,000/-
15th April, 1989	200/-
15th May, 1989	200/-
15th June, 1989	200/-
15th August, 1989	288/-
<b>Total:</b>	<b>2,088/-</b>

#### 5. LEAVE, HOLIDAYS AND WORKING HOURS:

##### 5.1 Leave:

Every confirmed employee will be allowed leave as under subject to the rules given in Annexure-II to this consent award.

5.1.1. *Casual-Leave*: Will be allowed at 5 days per annum and unconsumed Casual Leave will lapse at the end of the year.

5.1.2. *Privilege-Leave (PL)*: Each worker will be entitled to Privilege Leave as per the Factories Act, 1948 and the Rules in force from time to time. Privilege Leave can be accumulated upto 3 years entitlement. Encashment of PL will be allowed equal to the number of days the person is on PL upto a minimum of 10 days and maximum of 30 days at a time, once in a year.

5.1.3. *Sick-Leave (SL)*: When a workman is injured while working inside the factory, and needs medical attention/hospitalisation the Company will defray reasonable cost and will allow the person reasonable Sick Leave as FULL PAY (not exceeding 5 days in a year) during hospitalisation and when he cannot attend to work.

##### 5.2. Paid Holidays:

The number of paid holidays will be 9 (nine) in a calendar year. The list of holidays to be observed will be drawn up in consultation with the union, generally before the commencement of the calendar year.

##### 5.3. Working Hours:

5.3.1. The effective working hours shall be 8 (eight) hours per day and 48 hours per week. The working hours will be arranged in shifts as needed for the smooth operations of the factory.

5.3.2. During working-hours no employee will attend to any personal work/matter but will solely attend to the assigned job.

5.3.3. *Punctuality*: All the employees shall mark their attendance by punching cards at the start of the shift and close of the shift, whenever this system is not functioning the employees will sign the Attendance Register and mark their reporting time/leaving time, if they are different from the assigned time.

#### 6. PAYMENT OF BONUS:

The payment of Bonus shall be as per the Payment of Bonus Act, 1965 and the Rules in force. Only Basic Salary and Fixed Dearness Allowance earned will be considered for the computation of Bonus and or Provident Fund contributions.

#### 7. HOUSEKEEPING & WELFARE

##### 7.1. Housekeeping:

Workers shall always keep their work place and surroundings clean.

##### 7.2. Uniforms & Shoes:

Aprons shall be provided to the workpersons employed in the Carbonising, Cutting & Painting Departments. Uni-

forms shall be provided to the watchmen and they shall be issued one pair of shoes per annum. Workers who have been supplied aprons/uniforms shall wear the same while on duty, not wearing uniforms may constitute a misconduct and the concerned worker will be liable for disciplinary action.

7.3. Washing of the uniforms will be arranged by the company.

#### 7.4. Identity Padge/Card:

Workers when supplied with Identity-Badge/Card shall wear or carry the same on their person during duty-hours of the company.

### 8. RECRUITMENT, TRANSFER AND APPLICABILITY OF THE SETTLEMENT

#### 8.1. Recruitment and Promotion:

Recruitment and promotion are Management functions and will be at the discretion of the Management.

#### 8.2. Transfer:

All the workers are liable to be transferred to any department/section of the factory as needed for better utilisation of manpower and in the interest of productivity; after consulting and seeking the concurrence of the Union.

#### 8.3. Application of this Settlement:

8.3.1. The benefits/rights/obligations following/flowing from the settlement shall apply only to the workers covered by this agreement who are in the service of the factory at Collem, Goa, on the date of signing of the Agreement and also to those who join subsequently.

8.3.2. The workers who receive the Lump-sum payment shall automatically be deemed to have signified their assent to this Agreement. The Workers who are recruited subsequently, shall signify their consent to this Agreement at the time of their joining the Company.

### 9. GENERAL

9.1. This settlement award shall come into effect from 1st January, 1989.

9.2. The award shall remain in force for 3 years, i.e. upto 31st December, 1991 and shall continue to remain in force

even thereafter unless terminated by either party according to the Provisions of the Industrial Disputes Act, 1947.

9.3. In the event of any of the Provisions of this consent award becoming legally invalid or unenforceable or superseded in any statute, Award or Agreement between the parties, such invalidity, unenforceability or such supersession shall not affect the remaining provisions of this consent award.

9.4. The Union/Workmen shall not raise any new demand involving additional financial liabilities during the operation of this award. All demands as contained in the Charter of Demands dated 14th December, 1986 served by the Union are fully settled by this consent award and those that have not been specifically settled stand as settled. This consent award is in full and final satisfaction of all the demands of the charter.

9.5. The Union/Workmen shall not resort to strike, go-slow or use any other tactics or any other forms of agitation during the currency of the consent award. Likewise, the Management shall not resort to harassment or victimisation of the workpersons and further, they shall not resort to lay-off/Lock-out of the workmen. The Union/Workmen shall resort only to constitutional methods for redressal of their grievances as enunciated under the Industrial Disputes Act, 1947, besides resorting to bilateral discussions across the table to iron-out any differences that may arise at the work place. The company shall not support, encourage or resort to any unfair labour practices.

9.6. All other facilities presently enjoyed by the workperson and which have not been specifically changed by this award shall continue to be in operation.

9.7. All the workpersons shall work with discipline and dedication and shall endeavour to maximise the production.

9.8. The Standing Orders/Rules of the Company to be finalised between the Company and the Union before the end of June, 1989; shall prevail unless expressly changed by this award.

S. V. Nevagi  
Presiding Officer  
Industrial Tribunal

### ANNEXURE — I TO THE CONSENT AWARD

Sr. No.	Pay Slip No.	Grade	Designation	Name of Worker	Present Consolidated Salary	Fitment Basic Salary
1	2	3	4	5	6	7
1.	101	I	Sweeper	Vatsala Devidas	275	405
2.	102	I	Watchman	Vithal Dhamsekar	435	460
3.	103	I	"	Anand Matnekar	375	405
4.	104	I	"	Viswas Desai	375	405
5.	105	I	Packer	Dorethy Fernandes	286/(11×26)	330
6.	106	I	"	Lalan Prabhu	286/(11×26)	330
7.	107	I	"	Maria Fernandes	286/(11×26)	330
8.	121	II	Operators	Sunita Bhandodkar	377/(14.50×26)	425
9.	122	II	"	Shanti Mardolkar	364/(14.00×26)	405
10.	123	II	"	Nalini Shekar	325 (12.50×26)	365
11.	124	II	"	Pirutai Naik	312 (12×26)	365
12.	125	II	"	Anitha Deniz	377 (14.50×26)	425
13.	126	II	"	Namdev Desai	377 (14.50×26)	425
14.	127	II	"	Murari Tamse	364 (14×26)	405
15.	128	II	"	Shambhu Priolkar	364 (14×26)	405
16.	129	II	"	Mahadev Merva	325 (12.50×26)	365
17.	130	II	"	Pandurang Surlekar	325 (12.50×26)	365
18.	131	II	"	Umesh Priolkar	325	365
19.	132	II	"	Ralikant Khandeparkar	325	365
20.	133	II	"	Narayan Sawant	325	365
21.	134	II	"	Ramesh Gurav	325	365
22.	135	II	"	Subhas Tirivr	325	365
23.	136	II	"	Anthony	325	365
24.	137	II	"	Manuel D'Souza	325	365
25.	138	II	"	Dhanaji Desai	312 12.50×26	325
26.	139	II	"	Subhas Naik	312 12.50×26	365
27.	140	II	"	Pranod Desai	312 12.50×26	365
28.	141	II	"	Gurudas Gaonkar	312 12.50×26	365
29.	142	II	"	Ragunath Sirsodkar	286 11×26	365
30.	143	II	"	Digambar Bandekar	286 11×26	325
31.	166	II	Quality Control Operator	Prathiba Desai	500	525

1	2	3	4	5	6	7
32.	167	II	"	Gulabi Chowhan	475	505
33.	168	II	"	Maimuna Syed	364 14×26	405
34.	169	II	"	Kanchana Virdodkar	286 11×26	325
35.	170	II	Cook	Krishna Goankar	425	465
36.	171	III	Maint. Mechanic	*Francis Andrade	625	650
37.	172	III	"	Vishnu Devidas	575	600
38.	173	III	"	Anand Naik	500	525
39.	176	III	Sr. Operator	Sayed Ahmed	525	550
40.	177	III	"	Pandurang Naik	480	525
41.	178	III	"	Rekha Naik	475	500
42.	179	III	"	Prakash Y. Desai	475	500
43.	180	III	"	Dilip Gaonkar	450	475
44.	186	III	Typist	Saroj Morajkar	550	575
45.	187	III	Supervisor	Santosh Verekar	550	575
46.	191	III	Store Keeper	Gurudas Mardolkar	550	575
47.	192	III	"	Prakash Desai	500	525
48.	193	III	Planning Asstt.	Naina Naik	500	525
49.	194	III	"	Suresh Desai	425	450
50.	199	IV	Driver	John D'Costa	800	825

## ANNEXURE — II

## LEAVE — RULES

## I. Casual - Leave:

i. Workers will be allowed Casual Leave only from the date of confirmation. In case of workers joining service during the course of the calendar year, Casual Leave will be calculated on a prorata basis, from the date of joining as probationer.

ii. Not more than 3 days Casual Leave will be allowed to be taken at a time. Weekly-off and holidays may be allowed to be suffixed or prefixed (but not both ways), with prior permission provided the total absence does not exceed four days at a time.

iii. No leave of any kind can be combined with Casual Leave.

iv. Unconsumed Casual Leave will lapse.

## II. Privilege - Leave:

i. As per the provisions of the Factories Act\* and the Rules made thereunder, Accumulation of Privilege Leave will be upto a maximum of 45 days.

ii. In case of termination of employment by the worker, the Company will pay cash in lieu of leave due to him/her subject to the following:

a) No Privilege Leave becomes due during the first year of service.

iii. If a worker is discharged or dismissed from service before the completion of 1 year of service, he shall be entitled to salary in lieu of Privilege Leave as per the provisions of the Factories Act.

iv. Workers will not be allowed to avail of Privilege Leave more than four (4) times a year.

v. Privilege Leave will have to be applied for 15 days prior to the commencement of Leave and will be sanctioned subject to exigencies of work.

S. V. Nevagh,  
Presiding Officer  
Industries Tribunal